DOCUMENT RESUME

ED 140 403 EA 009 554

TITLE	Salary Report #1. Principals and Assistant Principals. Administrative Information Report.
INSTITUTION	National Association of Secondary School Principals, Reston, Va.
PUB DATE	Mar 77
NOTE	9p.; For related documents, see ED 119 290, ED 120 941 and EA 009 495
AVAILABLE FROM	National Association of Secondary School Principals, Office of Professional Assistance, 1904 Association Drive, Reston, Virginia 22091 ($0.50; orders of less than $10 must be accompanied by payment)
EDRS PRICE	MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS	Administrative Personnel; *Assistant Principals; Elementary Secondary Education; *National Surveys; *Principals; *Salaries; *Tables (Data); Trend Analysis

ABSTRACT

This report presents data on 1976-77 salary schedules for school principals and assistant principals in order to aid school officials in comparing the salary schedules in their district with salary schedules in other districts of comparable enrollment size and per-pupil expenditure level. Data for the report were gathered through a survey of 1,069 public school districts throughout the United States. Section 1 presents mean and median figures for scheduled minimum and maximum salaries, grouped into four categories according to school district enrollment. Section 2 presents mean and median figures for scheduled minimum and maximum salaries, grouped into four categories according to per-pupil expenditure level. Section 3 presents comparative figures on the mean of scheduled maximum salaries for the years 1974-75, 1975-76, and 1976-77, grouped into 3 categories according to school district enrollment. Within each section data are presented separately for principals and assistant principals and are further separated into categories for elementary schools, junior high schools, and senior high schools. (JG)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED140403

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

nassp

ADMINISTRATIVE INFORMATION REPORT

March 1977

PERMISSION TO REPRODUCE THIS COPYRIGHTED MATERIAL BY MICROFICHE ONLY HAS BEEN GRANTED BY

NASSP

TO ERIC AND ORGANIZATIONS OPERATING UNDER AGREEMENTS WITH THE NATIONAL INSTITUTE OF EDUCATION. FURTHER REPRODUCTION OUTSIDE THE ERIC SYSTEM REQUIRES PERMISSION OF THE COPYRIGHT OWNER

SALARY REPORT #1

Principals and Assistant Principals

Many inquiries received by NASSP continue to stress the need for accurate national salary data pertaining to principals' and assistant principals' salaries. With advance information from Educational Research Service, Inc., this report deals specifically with current data relating to *salary schedules* for these administrators. To facilitate analysis of the data, SECTION I of this report compares 1976-77 minimum and maximum salary schedule summaries by *district enrollment size*, SECTION II makes the comparison by using a *per pupil expenditure* factor, and SECTION III contains a *maximum scheduled salary trend* analysis. Caution should always be used, however, when drawing inferences from these data because of the sampling variance associated with studies of this type.

As was the case in 1975-76, NASSP's Status and Welfare Committee met with the research director of ERS to express ideas and review plans to conduct the national survey of professional salaries and wages in education for the administrator organizations sponsoring ERS. As a result of this meeting the participants agreed that the major purpose of this survey would be to provide school administrators who determine the salaries and wages for public school personnel with accurate, timely, and reliable data in order to compare employee compensation levels in their system with those in other school districts of comparable enrollment size and per pupil expenditure level. Since this same type of survey has been conducted for the last two years, salary schedule trends were also added to this report.

ERS conducted such a survey during the fall, collecting 1976-77 data about scheduled and paid salaries from *1060* responding school districts for 22 selected positions in which personnel are employed by public school systems. The complete report is again being prepared by ERS in three volumes--*Salaries Scheduled for Professional Personnel in Public Schools, Salaries Paid Professional Personnel in Public Schools, and Wages and Salaries Paid Support Personnel in Public Schools*--and includes summary tables and a system-by-system listing of data submitted by the responding school districts. The complete report can be purchased from ERS for $30, and for $12 for each separate volume.

This special *AIR* publication is being sent to all members of NASSP. Additional copies can be obtained from the NASSP Office of Professional Assistance, 1904 Association Drive, Reston, Va. 22091, at a cost of 50 cents per copy. (Orders of less than $10 must be accompanied by payment.)

Copyrighted © 1977 by NASSP and ERS, Inc. All Rights Reserved.

EA 009 554

Section I.

ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1976-77

Mean & Median of *MINIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	140	196	150	19	505
Mean	20,675	21,601	21,173	17,162	21,050
Median	20,800	22,155	20,862	16,803	21,198
Range: Low	11,935	10,773	8,060	9,200	8,060
High	32,500	35,252	35,475	24,700	35,475
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	134	199	148	13	494
Mean	19,071	19,870	19,378	15,714	19,396
Median	19,303	20,169	19,400	16,003	19,538
Range: Low	10,599	10,773	8,060	10,130	8,060
High	30,770	32,908	33,933	22,137	33,933
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	138	203	175	29	545
Mean	17,602	18,290	17,953	15,972	17,884
Median	17,924	18,500	17,789	16,296	17,945
Range: Low	10,328	9,500	8,060	9,200	8,060
High	28,545	27,354	30,848	23,290	30,848

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	139	195	149	19	502
Mean	27,846	27,445	26,903	22,358	27,203
Median	27,774	27,698	26,218	21,818	27,140
Range: Low	19,905	15,756	14,076	13,740	13,740
High	40,260	36,800	44,339	32,027	44,339

* *Using ENROLLMENT of the School District As a Comparative Factor*

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	134	198	147	13	492
Mean	25,873	25,282	24,838	19,958	25,150
Median	25,416	25,825	24,363	19,616	25,102
Range: Low	16,506	13,641	14,110	15,186	13,641
High	37,585	34,238	42,412	24,762	42,412
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	137	202	174	30	543
Mean	24,528	23,705	23,307	21,062	23,639
Median	24,260	23,942	22,899	20,150	23,461
Range: Low	16,066	13,641	13,740	13,640	13,640
High	37,585	31,760	38,556	32,027	38,556

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED

1976-77

Mean & Median of *MINIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	136	201	146	7	490
Mean	17,210	18,269	17,940	17,906	17,872
Median	17,196	18,494	17,765	18,249	18,054
Range: Low	8,760	9,129	8,060	14,175	8,060
High	24,988	31,795	30,848	21,615	31,795
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	126	187	125	6	444
Mean	16,251	17,095	16,807	12,552	16,713
Median	16,260	17,580	16,687	11,025	16,967
Range: Low	8,760	8,800	8,060	10,130	8,060
High	24,988	26,427	29,906	17,243	29,906

* *Using ENROLLMENT of the School District As a Comparative Factor*

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
ELEMENTARY ASSISTANT PRINCIPALS					
No. of Systems Reporting	98	71	32	2	203
Mean	15,349	15,454	15,045	16,670	15,351
Median	15,645	15,715	15,580	...	15,713
Range: Low	8,760	8,450	8,060	15,000	8,060
High	24,680	25,533	26,221	18,339	26,221

Mean & Median of *MAXIMUM* Salaries Scheduled *

	Enrollment Stratum				
	25,000 or more	*10,000 to 24,999*	*2,500 to 9,999*	*300 to 2,499*	*Total Systems Reporting*
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	135	200	146	7	488
Mean	23,194	23,505	23,124	22,403	23,289
Median	23,754	23,750	22,560	21,378	23,375
Range: Low	14,610	11,680	14,100	15,842	11,680
High	33,944	33,247	38,556	30,060	38,556
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	126	186	125	6	443
Mean	22,042	21,887	21,808	18,444	21,862
Median	22,160	22,231	21,485	16,642	22,000
Range: Low	14,610	11,680	12,900	16,483	11,680
High	33,944	30,000	36,448	23,800	36,448
ELEMENTARY ASSISTANT PRINCIPALS					
No. of Systems Reporting	97	72	33	2	204
Mean	21,112	20,076	19,896	20,995	20,549
Median	20,903	20,007	19,859	...	20,554
Range: Low	14,610	10,704	13,000	19,989	10,704
High	32,329	27,502	32,773	22,000	32,773

* *Using ENROLLMENT of the School District As a Comparative Factor*

Section II. ANALYSIS OF PRINCIPALS' SALARIES SCHEDULED

1976-77

Mean & Median of *MINIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$1,600 or more	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting **
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	135	144	116	95	490
Mean	23,920	21,928	19,988	16,927	21,048
Median	23,342	22,073	20,562	16,743	21,195
Range: Low	10,900	11,000	10,396	8,060	8,060
High	35,475	31,416	27,219	25,000	35,475
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	124	148	116	89	477
Mean	21,971	20,250	18,451	15,654	19,402
Median	21,995	20,653	18,811	15,374	19,551
Range: Low	10,900	10,130	10,312	8,060	8,060
High	33,933	27,400	25,680	24,000	33,933
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	136	162	125	105	528
Mean	20,584	18,645	17,025	14,210	17,879
Median	20,500	18,897	17,489	14,208	17,955
Range: Low	10,900	10,130	10,056	8,060	8,060
High	30,848	26,306	23,708	21,350	30,848

* *Using PER PUPIL EXPENDITURE As a Comparative Factor*

** *In SECTION II, totals in column 5 may differ from those in Section I tables because some school systems providing salary data included in Section I did not provide data on per pupil expenditure used in this analysis. The data in this section may also be subject to considerable sampling and response variation and should be used only as general (not precise) indicators of current relationships among categories; data are not appropriate for year-to-year trends.*

Mean & Median of *MAXIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$1,600 or more	$1,300 to $1,599	$1,100 to $1,299	Below $1,100	Total Systems Reporting
SENIOR HIGH PRINCIPALS					
No. of Systems Reporting	133	144	115	95	487
Mean	30,591	27,878	25,821	22,955	27,173
Median	30,447	27,500	25,862	23,154	27,124
Range: Low	18,745	17,920	16,425	13,740	13,740
High	44,339	36,708	39,413	31,347	44,339
JUNIOR HIGH & MIDDLE SCHOOL PRINCIPALS					
No. of Systems Reporting	123	148	115	89	475
Mean	28,271	25,907	23,647	21,370	25,122
Median	28,028	25,920	23,758	21,413	25,041
Range: Low	17,585	16,642	15,455	13,641	13,641
High	42,412	34,278	32,632	28,584	42,412
ELEMENTARY PRINCIPALS					
No. of Systems Reporting	134	163	124	105	526
Mean	26,949	24,266	22,357	19,754	23,599
Median	26,646	23,931	22,291	19,933	23,460
Range: Low	17,355	16,420	14,850	13,640	13,640
High	38,556	33,756	28,257	27,127	38,556

* *Using PER PUPIL EXPENDITURE As a Comparative Factor*

ANALYSIS OF ASSISTANT PRINCIPALS' SALARIES SCHEDULED

1976-77

Mean & Median of *MINIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$1,600 or more	*$1,300 to $1,599*	*$1,100 to $1,299*	*Below $1,100*	*Total Systems Reporting*
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	131	144	111	90	476
Mean	20,504	18,608	16,951	14,023	17,876
Median	20,097	18,820	17,014	14,020	18,054
Range: Low	10,498	9,480	9,500	8,060	8,060
High	31,795	28,776	24,194	21,200	31,795
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	118	134	98	80	430
Mean	19,157	17,357	16,019	12,868	16,711
Median	18,883	17,550	16,401	12,769	17,000
Range: Low	9,950	9,480	9,500	8,060	8,060
High	29,906	23,750	23,232	18,460	29,906

Mean & Median of *MAXIMUM* Salaries Scheduled *

Per Pupil Expenditure

	$1,600 or more	*$1,300 to $1,599*	*$1,100 to $1,299*	*Below $1,100*	*Total Systems Reporting*
SENIOR HIGH ASSISTANT PRINCIPALS					
No. of Systems Reporting	130	144	110	90	474
Mean	26,498	23,970	21,881	19,154	23,264
Median	26,664	23,922	21,870	19,046	23,375
Range: Low	17,132	14,080	14,100	11,680	11,680
High	38,556	32,460	30,302	26,022	38,556
JUNIOR HIGH & MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. of Systems Reporting	118	134	97	80	429
Mean	24,699	22,557	20,611	17,943	21,846
Median	24,470	22,586	20,849	18,292	21,986
Range: Low	16,539	14,080	14,100	11,680	11,680
High	36,448	28,246	26,654	23,302	36,448

* *Using PER PUPIL EXPENDITURE As A Comparative Factor*

Section III.

MEAN OF MAXIMUM SCHEDULED SALARIES FOR PRINCIPALS AND ASSISTANT PRINCIPALS IN REPORTING SCHOOL DISTRICTS

1974-75 through 1976-77 with Percent of Increase

Systems with Enrollments of 25,000 or More

	SCHOOL YEAR			INCREASE 1974-75/ 1976-77
	1974-75	1975-76	1976-77	
PRINCIPALS				
Senior High	25,430	26,677	27,846	9.5%
Jr.High/Middle	23,395	24,595	25,873	10.6
Elementary	22,495	23,520	24,528	9.0
ASSISTANT PRINCIPALS				
Senior High	20,875	22,213	23,194	11.1%
Jr.High/Middle	19,597	20,976	22,042	12.5
Elementary	19,210	20,065	21,112	9.9

Systems with Enrollments of 10,000 to 24,999

	SCHOOL YEAR			INCREASE 1974-75/ 1976-77
	1974-75	1975-76	1976-77	
PRINCIPALS				
Senior High	24,819	26,057	27,445	10.6%
Jr.High/Middle	22,817	23,955	25,232	10.6
Elementary	21,376	22,408	23,705	10.9
ASSISTANT PRINCIPALS				
Senior High	21,404	22,205	23,505	9.8%
Jr.High/Middle	20,009	20,826	21,887	9.4
Elementary	18,066	18,982	20,076	11.1

All Reporting Systems (300 or More Pupils)

	SCHOOL YEAR			INCREASE 1974-75/ 1976-77
	1974-75	1975-76	1976-77	
PRINCIPALS				
Senior High	24,372	25,831	27,203	11.6%
Jr.High/Middle	22,458	23,917	25,150	12.0
Elementary	21,221	22,458	23,639	11.4
ASSISTANT PRINCIPALS				
Senior High	20,599	21,928	23,289	13.1%
Jr.High/Middle	19,581	20,750	21,862	11.7
Elementary	18,410	19,640	20,549	11.6

A partial listing of special NASSP publications that have been published recently and may be of interest and use to secondary school administrators includes:

- *Job Descriptions for Secondary School Principals and Assistant Principals: The Current Trends. 1976, $2.00*
- *Collective Bargaining Advisory: NASSP and NAESP. January 1977, Upon request*
- *Reasonable Exercise of Authority, II. 1976 Monograph, $3.00*
- *Administrative Information Reports:*
- *Model Contract of Employment for Principals, Assistant Principals. May 1976;*
- *Fringe Benefits for Principals, Assistant Principals, & Other Administrators. January 1977; 50 cents per copy*
- *Urban Education As Practitioners View It. 1976 Monograph, $3.00*

(Orders of less than $10 must be accompanied by payment.)